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AUTHOR	Spechler, Jay W.
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ABSTRACT

This book, designed to assist business managers in their efforts to initiate or enhance existing programs for cost-effective disability management and achieve the spirit of the Americans with Disabilities Act (ADA), presents case studies of over 30 companies who are successfully complying with the (ADA). The first two chapters of the book describe the role of the President's Committee on Employment of People with Disabilities and the ADA, and presents a 10-step process for implementing the ADA. Chapters 3 through 28 present company case studies that highlight the reasonable accommodations companies have made to include people with disabilities in their workforce. The profiles contain examples of training programs, policy statements, planning documents, job analysis formats, messages to employees, ADA implementation checklists, workplace assessments, and ergonomic evaluations. Chapters 29-36 describe case studies in which rehabilitation agencies have assisted companies at little or no cost. The capabilities of rehabilitation organizations in training persons with disabilities in needed business skills, training business people in disability management techniques, and providing on-site assistance to businesses are discussed. Chapter 37 focuses on managing AIDS in the workplace and chapter 38 highlights access technologies. Appendices include ADA and disability awareness information resources and a supervisor's guide to ADA. (CR)

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